



INCLUSION

FACILITATING FOR EQUALITY

A RIGHTS-BASED APPROACH FOR GREATER INCLUSION AT WORK

2 – 6 DECEMBER 2019
TURIN, ITALY

USE FACILITATION TO CHANGE MIND-SETS

In this workshop, participants will learn and practice the skills to become facilitators and change agents in their own organizations.

You will learn dynamic, focused, highly participatory group work approaches to changing the discriminatory attitudes and practices that currently exclude many marginalised groups from mainstream employment, services and activities. Facilitation for Equality takes a rights-based approach to promoting practical equality of participation – and does it in a lively, person-centred, dynamic way. Your view of attitudinal change will be transformed, giving you the skills to transform the mind-sets of others.

WORKSHOP CONTENT

In the first 1.5 days you will participate in a sample workshop aimed at changing mind-sets concerning a particular group which experiences discrimination – i.e. people with disabilities. You will then have a chance to analyse the methodologies and techniques used, and understand when and how to use them. The last part of the workshop includes individual practice, detailed feedback and exploration of how to adapt methodologies and materials to suit varied circumstances and topics.

Day 1	Day 2	Days 3-4	Day 5
introduction; demonstration workshop	conclusion of demonstration workshop; analysis	individual practice, feedback and analysis *; summary of learning	allying facilitation techniques to content and circumstances; matters arising.

* As well as the group feedback after each practice facilitation session, participants can avail of the opportunity to receive more detailed one-to-one feedback from the programme leader.

FORMAT AND METHODOLOGY

In practice, the methodology you will learn is:

- **dynamic** (challenging, and tailored to the needs and interests of each group of participants)
- **participative** (experiential exercises, games, dramas and discussions form the main learning activities)
- **work-related** (relevant to participants' actual work and interests)
- **reflective** (participants have the opportunity to think broadly about their work and its impact on marginalised people)
- **encouraging and supportive** (facilitators create a working atmosphere which enables participants to speak openly, without fear of criticism)
- **creative and constructive engagement** (focused on finding solutions which work)
- **contemporary** (based on the latest ideas about creating equality of participation for marginalised people)

- **adaptable** (can be re-arranged to suit different cultural environments, and different levels of education or kinds of background).

Facilitating for Equality respects participants as experts in their own fields, and so aims to build on their existing knowledge and skills. It works to stimulate **competence**, **confidence** and **commitment** in participants, facilitating them to bring their own expertise to their learning about equality and inclusion. While introductory, it delivers practical advice which participants can implement immediately in their work and personal lives.

TARGET PARTICIPANTS

Staff from public and private institutions wishing to help their organisations become more inclusive. Representatives from UN agencies, Ministries of Labour, workers and employers organisations, gender and other equality bodies, disabled people's organizations, NGOs. The programme can accommodate **a maximum of 18 participants**.

LANGUAGE

English

COSTS

Participation fees amount to 2,250 Euro and include:

- Tuition fees 1,615 Euro. Covering tuition, books and training materials, course preparation, implementation and evaluation.
- Subsistence costs: 635 Euro. Cover: full board and lodging at the Turin Centre's Campus; emergency medical insurance; socio-cultural activities.

Participation fees **do not include**

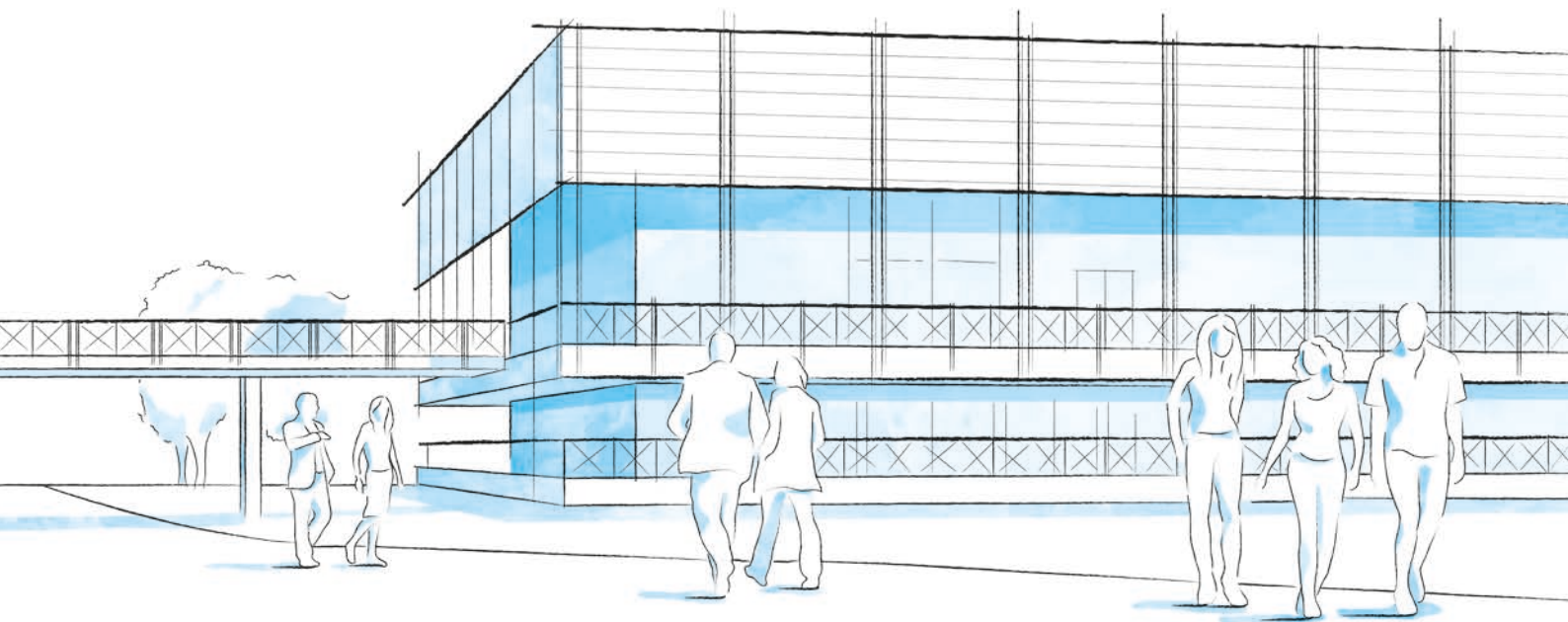
- Travel costs between participants' home and the course venue.
- The cost of passports, visas to enter Italy, airport taxes, internal travel in the participant's home country and stopovers

APPLICATIONS

Individuals interested in attending this course must apply on line, filling in the registration form available at: <https://oarf2.itcilo.org/STF/A9012039/en>

All applications should be accompanied by a nomination letter from the sponsoring/funding institution. Interested candidates are asked to submit their application by 01 November 2019

ITCILO promotes diversity and non-discrimination among its participants. Women and/or people from less represented groups are particularly welcome to apply



CAMPUS LIFE

A THRIVING UNITED NATIONS CAMPUS AND COMMUNITY OF PROFESSIONAL PEOPLE FROM AROUND THE WORLD

- **Three organizations** from the United Nations system on campus
- **More than 300 training courses** and activities in a stimulating international environment
- **Thousands of participants** from all over the world

ENVIRONMENT AND SURROUNDINGS

Grab a campus bicycle and explore the Turin Centre.

Located in a leafy park on the banks of the Po River, it's a great place for study and collaboration. Experience innovative learning and training methods in modern classrooms equipped with simultaneous translation services.

HOUSING, DINING, AND MORE

Comprising more than 280 private bedrooms, the **Turin Campus provides a broad range of services for course participants and partners** including a free-flow restaurant, bank, travel agency, laundromat, post office, gym, medical services and a reception desk open 24/7.

COMMUNITY ENGAGEMENT AND DIVERSITY

Participants can enjoy social events organized by the Turin Centre as well as by their course facilitators.

Whether on or off campus, people from different cultural backgrounds have the opportunity to listen to live music together, cook and share traditional foods, or team up to play games and network.

INFO

FOR FURTHER INFORMATION PLEASE CONTACT

International Training Centre of the ILO

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